

## **About Us**

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

## **About Activision**

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including Call of Duty®, World of Warcraft®, Overwatch®, Diablo®, Candy Crush™ and Bubble Witch™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

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**JOB TITLE:** Dev Support Technician

**WORK FREQUENCY:** 40 hrs/wk, weekends and overtime as needed

Dev Support Technicians perform day to day troubleshooting and triaging of various issues run into by developers, as well as direct testing of in-house tools and development software. Responsibilities include monitoring and troubleshooting development issues within the studio, assisting with new user set ups, performing tests sweeps on the studio's development tools suite, reporting anomalies, and verifying implemented tools fixes throughout the project's development cycle.

**What you'll be doing:**

- Investigate and troubleshoot issues reported by internal design and art developers.
- Work directly with developers to get blocking issues resolved swiftly.
- Assist with new users getting development software set up when needed.
- Monitor and report build breakages that occur with changes submitted by team members across the studio.
- Report issues found during on-demand testing and investigative tasks on all supported tools using a web-based tracking system.
- Perform sweep of tools suite to ensure new changes from the engineers do not cause major issues
- Perform other various tools-related tasks, such as bug regressions, performance tests, etc.
- Collaborate with counterparts across the various Call of Duty studios to assist with testing and triaging of issues found at those studios when needed.

**The skills & experience you'll need:**

- Excellent written and verbal communication, and interpersonal skills.
- Excellent organization, time management and analytical skills.
- Strong attention to detail and the ability to follow clear directions.
- Ability to learn, comprehend and apply new concepts, techniques and procedures quickly.
- Familiarity and experience playing First Person Shooter games.
- Familiarity with Windows PC and gaming console platforms.
- Ability to perform testing on games and other software to verify proper function, data content, performance, usability/playability and hardware/software compatibility.
- Must be able to work independently with minimal supervision.
- Must be able to work from 10 to 7 PM Monday through Friday with the flexibility to change and work weekends and overtime as needed.

**And you'll really get our attention if you have:**

- Working knowledge of: QA methodologies, terminology, and tools; multiple computer hardware platforms and configurations; Windows and console.
- Minimum 1-2 years of experience in QA game testing, technical support, or product development on multi-media software, console games, or demonstrated ability to perform accurate and detail work in an equivalent area.
- Experience with a wide variety of application software.
- Experience with game development toolsets for various titles
- Experience with multiple video game testing platforms (PS4, Xbox One, PC).
- Associate's degree in technical field or equivalent work experience. Bachelor's Degree a plus.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities and duties of personnel so classified.

**PHYSICAL REQUIREMENTS:**

The position requires the ability to perform essential job functions which may typically include sitting; walking; standing; bending; use of hands to type, handle or feel, reach with arms or hands, stoop, kneel, talk, see, hear and carry light items such as papers, notebooks, pens, etc.

# Strategic

## Scope of Work

### Communication Management Across Portfolio

#### Industry and Market Segment Strategy

#### Marketing Mix and Product Line Strategy

#### Marketing Communication

#### Marketing Program Development Process

#### Product Line Portfolio

#### Product Line Portfolio Development

#### Product Line Portfolio Development

#### Product Line Portfolio Development

#### Product Line Portfolio Development

#### Product Line Portfolio Development

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### Communication Management Across Portfolio

#### Product Line Portfolio

#### Product Line Portfolio

#### Product Line Portfolio

Product Line Portfolio Development



**EXHIBIT NO.:** E 3

**CASE NO.:** 18-RC-289570

**NO. OF PGS:** 2

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**CASE NAME:** RAVEN SOFTWARE

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**REPORTER:** JP

## One Team, One Goal



**EXHIBIT NO.:** E 4

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**NO. OF PGS:** 4

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# DEVELOPMENT PROCESS



**EXHIBIT NO.:** E 5

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**NO. OF PGS:** 9

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## CONCEPT



**This is the “what are we making” phase.**

Every team member contributes ideas on what the game will be.



## PRE-PRODUCTION



**This is the “prove it” phase.**

Team members write documents, draw concepts, prototype gameplay, and define the schedule to make sure our ideas are fun and feasible.

## PRODUCTION



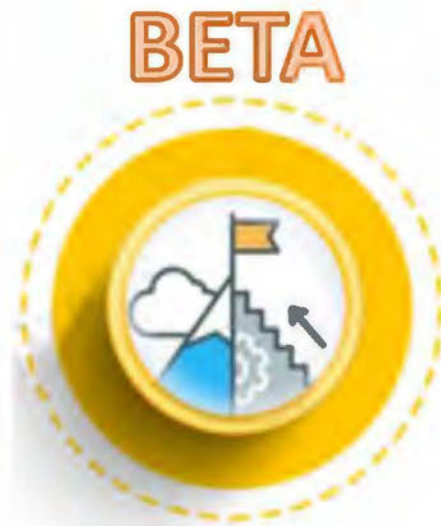
**This is the “create it” phase.**

Most of the time, effort, and resources spent on developing the game are during this phase. Features are created and tested throughout this phase.



## **This is the “testing” phase.**

Every feature and mechanic in the game is constantly tested for quality control and fun. All team members work hand-in-hand to playtest and resolve issues.



## **This is the “Beta” phase.**

Major push to fix bugs and polish the game happens leading to a fully playable state. The team also creates/provides material for PR and Marketing needs in order to sell it at market.



## **This is the “ship it” phase.**

The time leading up to the games launch date is mostly spent squashing large backlogs of bugs. This is also the final opportunity for the team to polish the game before release. Bug and polish tasks are prioritized.



## POST-RELEASE



**This is the “update it” phase.**

The game has launched but there is still work to be done. The time after launch is spent identifying and fixing bugs that our players experience. This is done in partnership with our community.

<b>Job Profile Name</b>	<b>Business Card Title</b>
<b>Animator</b>	Animator
	Mid level Animator
	Technical Animator
	View Model (Weapons) Animator
<b>Artist</b>	Artist
	Artist, Characters
	Artist, Environment
	Environment Artist
	Prop Artist
<b>Assc. Animator</b>	Assc. Animator
	Assc. Technical Animator
	Assc. Weapons Animator
	Associate Animator
<b>Assc. Artist</b>	Assc. Ent. Artist
	Assc. Environment Artist
	Associate Artist, Environment
	Associate Artist: Photogrammetry
	Associate Environment Artist
	Associate Photogrammetry Artist
	Associate Prop Artist
	Integration Artist
<b>Assc. Audio Designer</b>	Assc. Audio Designer
<b>Assc. Audio Eng.</b>	Assc. Audio Designer
<b>Assc. Community Spec.</b>	Assc. Community Manager
<b>Assc. Concept Artist</b>	Assc. Concept Artist
<b>Assc. Dialog Editor</b>	Associate Dialogue Editor
<b>Assc. Game Designer</b>	Assc. Designer
	Assc. Game Designer
	Associate Designer
	Associate Game Designer
<b>Assc. Lighting Artist</b>	Assc. Lighting Artist
	Associate Artist, Lighting
<b>Assc. Motion Capture Tech.</b>	Associate MoCap Technician
<b>Assc. Prod. (Developer)</b>	Assc. Prod. (Developer)
	Assc. Producer
	Associate Producer
<b>Assc. Software Eng.</b>	Assc. Software Eng.
	Associate Software Engineer
<b>Assc. Sys. Admin.</b>	Associate Systems Administrator, IT
<b>Assc. Sys. Designer</b>	Assc. Sys. Designer
	Assc. Systems Designer
<b>Assc. Tech. Artist</b>	Assc. Tech. Artist
<b>Assc. Tools Software Eng.</b>	Associate Software Engineer
<b>Associate UX Designer</b>	Associate UI/UX Designer
<b>Audio Designer</b>	Audio Designer
<b>Build Eng.</b>	Build Engineer
<b>Concept Artist</b>	Artist, Concept Art

**EXHIBIT NO.:** E 6

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Job Profile Name	Business Card Title
	Concept Artist
Ent. Artist	Jr. Environment Artist
	Junior Artist, Environment
	Junior Lighting Artist
Ent. Concept Artist	Junior Concept Artist
Ent. Game Designer	Junior Designer
Ent. Level Designer	Jr. Designer
Ent. Prod. (Developer)	Ent. Prod. (Developer)
	Production Coordinator
Ent. Software Eng.	Junior Software Engineer
Ent. Sys. Eng.	Engineering Technician
Ent. Tech. Artist	Junior Photogrammetry Artist
Ent. UI Artist	Jr. UI Artist
Expert Animator	Expert Animator
	Lead Animator
Expert Artist	Expert Environment Artist
	Studio Artist, Characters
	Studio Artist, Environment
	Studio Artist, Modeler
Expert Audio Designer	Studio Audio Designer
Expert FX Artist	Expert FX Artist
	Expert VFX Technical Artist
Expert Game Designer	Expert Systems Designer
	Studio Designer
Expert Motion Capture Tech.	Senior Motion Capture Manager
Expert Software Eng.	Expert Software Engineer
Expert User Exp. Designer	Studio Designer, UI/UX
Facilities Asst. I	Facilities Coordinator
Facilities Asst. III	Associate Facilities Manager
FX Artist	Assc. FX Artist
	FX Artist
	Mid VFX Artist
	VFX Artist
Game Designer	Designer
Level Designer	Level Designer
Lighting Artist	Artist, Lighting
	Lighting Artist
Motion Capture Tech.	Motion Capture Technician
Narrative Designer	Narrative Designer
Prin. Artist	Art Director
	Campaign Art Director
Prod. (Developer)	Producer
Production Coordinator	Art Outsourcing Coordinator
QA Functional Tester II	Embedded Tester
QA Functional Tester IV	Embedded Tester
Rigger	Rigging Animator
	Technical Animator
Software Eng.	Software Engineer

<b>Job Profile Name</b>	<b>Business Card Title</b>
<b>Software Engineer</b>	Dev Support Engineer
	Software Engineer
<b>Sr. Animator</b>	Senior Facial Animator
	Senior Gameplay Animator
	Senior Technical Animator
	Sr. AI Animator
	Sr. MP Animator
<b>Sr. Artist</b>	Senior Artist
	Senior Artist, Characters
	Senior Artist, Environment
	Senior Artist, Modeler
	Sr. Artist, Environment
	Sr. Foliage Artist
	Sr. Props Artist
<b>Sr. Audio Designer</b>	Senior Audio Designer
<b>Sr. Audio Eng.</b>	Senior Engineer
	Senior Software Engineer
<b>Sr. Concept Artist</b>	Senior Artist, Art Direction
	Sr. Concept Artist
<b>Sr. Expert Engine Eng.</b>	Senior Expert
<b>Sr. FX Artist</b>	Senior VFX Artist
<b>Sr. Game Designer</b>	Senior Designer
<b>Sr. Level Designer</b>	Sr. Level Designer
<b>Sr. Lighting Artist</b>	Senior Artist, Lighting
	Sr. Lighting Artist
<b>Sr. Prod. (Developer)</b>	Senior Producer
<b>Sr. Software Eng.</b>	Senior Engineer
	Senior Software Engineer
	Senior UI Engineer
<b>Sr. Sys. Admin.</b>	Sr. Sys. Admin.
<b>Sr. Sys. Designer</b>	Senior Systems Designer
	Sr. System Designer
<b>Sr. Tech. Artist</b>	Senior Artist, Technical
	Sr. Tech. Artist
<b>Sr. Tools Software Eng.</b>	Senior Software Engineer
<b>Sr. User Exp. Designer</b>	Senior UX Designer
<b>Supvr. Sys. Admin.</b>	IT Strategist
<b>Sys. Designer</b>	Mid Systems Designer
	Technical Designer
<b>Tools Software Eng.</b>	Software Engineer
<b>UI Artist</b>	UI Artist
<b>User Exp. Designer</b>	UX Designer
<b>UX Designer</b>	UX Technical Designer
<b>Video Editor</b>	Multimedia Specialist

<b>Job Profile Name</b>	<b>Business Card Title</b>
<b>Audio Engineer</b>	Engineer
<b>Expert Concept Artist</b>	Expert Concept Artist
<b>Expert Level Designer</b>	Expert Level Designer
<b>Expert Lighting Artist</b>	Expert Lighting Artist
<b>Expert Systems Administrator</b>	Expert Systems Administrator
<b>Junior Animator</b>	Junior Technical Animator
<b>QA Engineer</b>	Dev. Support Tech
<b>QA Engineer II</b>	Dev. Support Tech II
<b>Senior Video Editor</b>	Senior Multimedia Specialist
<b>Systems Administrator</b>	Systems Administrator, IT
<b>UI Artist, Senior</b>	UI Artist, Senior

**EXHIBIT NO.:** E 6a

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CONFIDENTIAL

EEID	First Name	Last Name	Full Name	Work Email	Latest Hire Date	Original Hire Date	Adjusted Service Date	Job Change Reason	Job Change Effective Date/Hire Date	Previous Job Code
CONFIDENTIAL	IAN	MATHEWSON	IAN MATHEWSON	CONFIDENTIAL	11/30/2020	11/30/2020	10/25/2021	Promotion	10/25/2021	QA.FC.S1
	Logan	Bethke	Logan Bethke	L	2/10/2020	2/10/2020	2/10/2020	Promotion	10/18/2021	QA.FC.S1
	Jessica	Valdez	Jessica Valdez		2/25/2019	2/25/2019	2/25/2019	Promotion	10/11/2021	QA.FC.S2
	William	Johnson	William Johnson		2/18/2020	2/18/2020	2/18/2020	Promotion	10/11/2021	QA.FC.S1
	John	Mitchell	John Mitchell		6/13/2019	6/13/2019	6/13/2019	Lateral Move - New Role (with relocation)	8/23/2021	QA.FC.S2
	Mike	Cook	Mike Cook		2/11/2019	2/11/2019	2/11/2019	Lateral Move - New Role	8/16/2021	QA.FC.S2
	Kelson	Raffel	Kelson Raffel		3/14/2011	11/2/2009	3/26/2012	Promotion	6/28/2021	QA.FC.S5
	Eric	Peterson	Eric Peterson		9/9/2019	9/9/2019	9/9/2019	Lateral Move - New Role	6/21/2021	QA.FC.S1
	Evan	Gilbert	Evan Gilbert		6/3/2019	6/3/2019	6/3/2019	Lateral Move - New Role	6/14/2021	QA.FC.S2
	John	Elhardt	John Elhardt		10/8/2019	10/8/2019	10/8/2019	Lateral Move - New Role	6/14/2021	QA.FC.S1
	Austin	O'Brien	Austin O'Brien		6/8/2020	6/8/2020	6/8/2020	Change Employee Type	5/17/2021	QA.FC.S1
	Erich	Bormann	Erich Bormann		2/1/2016	2/1/2016	5/10/2021	Change Employee Type	5/10/2021	QA.FC.S1
	Nick	Riddle	Nick Riddle		3/12/2018	7/11/2016	2/1/2021	Promotion	5/10/2021	QA.FC.S2
	Michael	Gilmore	Michael Gilmore		4/20/2020	6/5/2017	5/10/2021	Change Employee Type	5/10/2021	QA.FC.S1
	Curtis	Hill	Curtis Hill		3/6/2017	8/1/2014	3/6/2017	Lateral Move - New Role	5/1/2021	QA.FC.S2
	Brent	Reel	Brent Reel		9/9/2019	9/9/2019	4/25/2021	Change Employee Type	4/25/2021	QA.FC.S1
	Rylee	Christen	Rylee Christen		9/9/2019	9/9/2019	4/25/2021	Change Employee Type	4/25/2021	QA.FC.S1
	Ben	Kurziel	Ben Kurziel		5/8/2017	4/4/2016	5/8/2017	Lateral Move - New Role	4/19/2021	QA.FC.S1
	Elijah	Sheggeby	Elijah Sheggeby		6/13/2019	6/13/2019	1/25/2021	Lateral Move - New Role	1/25/2021	QA.FC.S2

**EXHIBIT NO.:** E 7

**CASE NO.:** 18-RC-289570

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Current Job Code	Previous Business Title	Current Business Title	Previous Job Level	Current Job Level	Previous Job Classification	Current Job Classification	Previous Employee Type	Current Employee Type	Previous Pay Rate Type	Current Pay Rate Type
IT.SE.P1	QA Functional Tester I	Engineering Technician	S1-Support I	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
PD DV P1	QA Functional Tester I	Production Coordinator	S1-Support I	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
PD DV P1	QA Functional Tester II	Production Coordinator	S2-Support II	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
IT.SE.P1	QA Functional Tester I	Engineering Technician	S1-Support I	P1-Entry	ATVI Pub - (CAIP Type) 3 - Technicians (United States EEO-1-United States of America)	ATVI Pub - (CAIP Type) 2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
PD DV P1	Junior QA Tester, I	Production Coordinator	S2-Support II	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
PD DV P1	Raven – QA Tester	Production Coordinator	S2-Support II	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
DN.SY P3	Studio QA Tester, Tools Specialist	Technical Designer	S5-Support V	P3-Professional	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	Regular	Regular	Hourly	Hourly
PD DV P1	QA Functional Tester I	Production Coordinator	S1-Support I	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
QA.FC.S1	Sr QA Functional Tester	QA Functional Tester I	S2-Support II	S1-Support I	3 - Technicians (United States EEO-1-United States of America)	3 - Technicians (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
QA.FC.S1	QA Functional Tester I	QA Functional Tester I	S1-Support I	S1-Support I	3 - Technicians (United States EEO-1-United States of America)	3 - Technicians (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly
CO.GN.P2	QA Functional Tester I	Assc. Community Manager	S1-Support I	P2-Associate	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
AR.GN.P2	Junior QA Tester, II	Integration Artist	S1-Support I	P2-Associate	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
AR.GN.P2	Associate QA	Integration Artist	S2-Support II	P2-Associate	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	Regular	Regular	Hourly	Hourly
AR.GN.P2	Junior QA Tester, I	Integration Artist	S1-Support I	P2-Associate	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
PD DV P1	Associate QA	Production Coordinator	S2-Support II	P1-Entry	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	Regular	Regular	Hourly	Hourly
QA.FC.S4	QA Functional Tester I	QA Lead	S1-Support I	S4-Support IV	3 - Technicians (United States EEO-1-United States of America)	3 - Technicians (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
QA.FC.S4	QA Functional Tester I	QA Lead	S1-Support I	S4-Support IV	3 - Technicians (United States EEO-1-United States of America)	3 - Technicians (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
BN.UE P2	Junior QA Tester, III	Associate UI/UX Designer	S1-Support I	P2-Associate	3 - Technicians (United States EEO-1-United States of America)	2 - Professionals (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	Regular	Hourly	Hourly
QA.FC.S1	Sr QA Functional Tester	QA Tester I	S2-Support II	S1-Support I	3 - Technicians (United States EEO-1-United States of America)	3 - Technicians (United States EEO-1-United States of America)	TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Hourly	Hourly

Previous Salary	Current Salary	Previous Position	Current Position	Previous Legal Employer	Current Legal Employer	Previous Operating Company	Current Operating Company	Previous Organization	Current Organization	Previous Business Group
CONFIDENTIAL	CONFIDENTIAL	P_89411 QA Functional Tester I	P_97608 Ent. Sys. Eng.	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_86353 QA Functional Tester I	P_96554 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_93767 QA Functional Tester II	P_96553 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_85135 QA Functional Tester I	P_97069 Ent. Sys. Eng.	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_83332 QA Functional Tester II	P_93516 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_91240 QA Functional Tester II	P_93515 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P109176 Sys. Designer	P109176 Sys. Designer	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC		Activision Publishing		Game Teams	
		P_84360 QA Functional Tester I	P_93514 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_82475 QA Functional Tester II	P_94063 QA Functional Tester I	ACTIVISION PUBLISHING M NNEAPOLIS, INC.	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game/Publishing Operations	Game Teams	Central Studios
		P_85016 QA Functional Tester I	P_92144 QA Functional Tester I	ACTIVISION PUBLISHING M NNEAPOLIS, INC.	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game/Publishing Operations	Game Teams	Central Studios
		P_86355 QA Functional Tester I	P_93162 Assc. Community Spec.	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P602317 Assc. Artist	P602317 Assc. Artist	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC		Activision Publishing		Game Teams	
		P604541 Assc. Artist	P604541 Assc. Artist	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC		Activision Publishing		Game Teams	
		P_85466 Assc. Artist	P_85466 Assc. Artist	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game/Publishing Operations	Game Teams	Central Studios
		P593511 QA Functional Tester II	P_93517 Ent. Prod. (Developer)	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P602823 QA Functional Tester IV	P602823 QA Functional Tester IV	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC		Activision Publishing		Game Teams	
		P_84621 QA Functional Tester IV	P_84621 QA Functional Tester IV	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC		Activision Publishing		Game Teams	
		P603059 QA Functional Tester I	P_93265 Associate UX Designer	ACTIVISION PUBLISHING, NC	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game Teams	Game Teams	Development Studios (Call of Duty)
		P_83323 QA Functional Tester II	P_91805 QA Functional Tester I	ACTIVISION PUBLISHING M NNEAPOLIS, INC.	ACTIVISION PUBLISHING, NC	Activision Publishing	Activision Publishing	Game/Publishing Operations	Game Teams	Central Studios



Current Business Group	Previous Department Team	Current Department Team	Previous Cost center	Current Cost Center	Previous Manager EEID	Previous Manager Name	Previous Manager E Mail	Current Manager EEID	Current Manager Name	Current Manager E Mail ID
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN	CONFIDENTIAL	Jamie Parent	CONFIDENTIAL		Jamie Parent	CONFIDENTIAL
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		TREVOR TRAUB			William Fine	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		Mike Heflin			William Fine	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		Christopher Reed			Christopher Reed	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		TREVOR TRAUB			William Fine	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		TREVOR TRAUB			William Fine	
Development Studios (Call of Duty)		Raven		6360 RAVEN		Pete Actipis			Robert Clark	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		Kenny Dunn			William Fine	
Development Studios (Call of Duty)	Quality Assurance	Raven	6115 QA MINNEAPOLIS	6360 RAVEN		Robert Clark			Robert Clark	
Development Studios (Call of Duty)	Quality Assurance	Raven	6115 QA MINNEAPOLIS	6360 RAVEN		Robert Clark			Robert Clark	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		Alexis Barth			Brian Raffel	
Development Studios (Call of Duty)		Raven		6360 RAVEN		Ryan Butts			Robert Clark	
Development Studios (Call of Duty)		Raven		6360 RAVEN		Ryan Butts			Robert Clark	
Development Studios (Call of Duty)	Quality Assurance	Raven	6115 QA MINNEAPOLIS	6360 RAVEN		Greg McDonald			Robert Clark	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		JOSHUA JAVAHERI			William Fine	
Development Studios (Call of Duty)		Raven		6360 RAVEN		Robert Clark			Robert Clark	
Development Studios (Call of Duty)		Raven		6360 RAVEN		Robert Clark			Robert Clark	
Development Studios (Call of Duty)	Raven	Raven	6360 RAVEN	6360 RAVEN		Wayne Koenig			Wayne Koenig	
Development Studios (Call of Duty)	Quality Assurance	Raven	6115 QA MINNEAPOLIS	6360 RAVEN		Robert Clark			Robert Clark	



Previous Employee Type	Current Employee Type	Previous Full Time/Part Time	Current Full Time/Part Time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
Regular	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
Regular	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
Regular	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	Regular	Full time	Full time
TEA/Fixed Term Contract (Fixed Term)	TEA/Fixed Term Contract (Fixed Term)	Full time	Full time

To: Erin Hall  
Employer: ACTIVISION PUBLISHING, INC  
Re: Data Change  
Date: 12/16/2021

Dear Erin Hall,

I am pleased to notify you that effective 12/12/2021 (the "Effective Date"), your job will be changed from TEA/Fixed Term Contract (Fixed Term) to Regular.

You will continue to be part of Activision Publishing, Raven.

Your new job title will be QA Functional Tester II.

And you will continue reporting to Clark, Robert.

#### Responsibilities

You will be responsible for all such duties as may be required by virtue of your position, as determined by the company, in its discretion, from time to time.

#### Salary Change

Your base salary will be \$18.50 per hour, payable in accordance with the normal payroll schedule of the company.

In addition, on the 1st day of the month following the Effective Date, you will be eligible for coverage under the company's employee benefit plans which include medical insurance, disability insurance, 401(k) retirement plan and other discretionary benefit programs (["2021 Benefits Summary of our Benefits Full-Time Permanent Employees"](#)). You will generally be entitled to Paid Time Off (PTO) in accordance with the normal PTO policies of the company, as well as paid company holidays.

#### Studio Bonus

In addition to your base salary, you may be eligible to receive a discretionary bonus. The criteria utilized to determine the discretionary bonus may include, without limitation, your overall performance and overall company financial performance. The company retains the sole and absolute right to modify or cancel, at any time, its discretionary bonus program, or any and all of the criteria used to determine whether you are eligible for a discretionary bonus and, if so, the amount of any such discretionary bonus.

This offer may be contingent upon an employment reference check and a background check being conducted by the company in accordance with applicable law, as well as the company being satisfied with the results of each check. You will receive information concerning these checks in a separate email, if applicable.

**EXHIBIT NO.:** E 8

**CASE NO.:** 18-RC-289570

**NO. OF PGS:** 3

**RECEIVED:** X

**CASE NAME:** RAVEN SOFTWARE

**DATE:** 02/16/22

**REJECTED:**

**REPORTER:** JP



All other terms and conditions of your employment with the company, including your at-will status, remain unchanged and in effect. We appreciate your continued valued contributions to the company.

Please acknowledge the above actions by signing below.

Acknowledged:

{{Sig\_es\_:signer1:signature}}

Erin Hall

# BENEFITS for EveryWorld

2022 Benefits Guide



ACTIVISION.

BIZZAR  
ENTERTAINMENT

King



**EXHIBIT NO.:** E 9

**CASE NO.:** 18-RC-289570

**NO. OF PGS:** 52

**RECEIVED:** X

**CASE NAME:** RAVEN SOFTWARE

**DATE:** 02/16/22

**REJECTED:**

**REPORTER:** JP

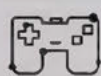


# Welcome to Benefits!

At Activision Blizzard, our employees build immersive worlds that impact popular culture across the globe. We encourage you to take the same approach with your benefits. This guide will help you explore, learn and build the best benefits to enhance your quality of life. Check out [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com) for more resources to help you find the right coverage and value for you and your family.

## NOTE ON MEDICARE:

If you (and/or your dependents) have Medicare or will become eligible for Medicare in the next 12 months, a federal law gives you more choices about your prescription drug coverage. Please see [Important Notices](#) for more details.



## HOW TO ENROLL

### Enrollment Steps

### Choose Carefully

### Who Is Eligible

- > Dependent Eligibility Verification

## HEALTHCARE

### Medical Options

- > CDHP Plan
- > PPO SGO Plan
- > In-Network Plan (not open to new enrollments)
- > Kaiser HMO (CA only)
- > Centivo Coordinated Care Plan (So. CA only)
- > Waiving Medical Coverage

### Additional Care Support

- > Additional Care available to Collective Health Plans
- > Additional Care available to All Plans

### Medical Plan Comparison

### Rx

### Dental

### Vision

### Spending Accounts

- > Health Savings Account
- > Flexible Spending Accounts

### Employee Contributions

- > Medical Plan Surcharges

## BENEFITS@PLAY

### Programs

- > Activity Tracking
- > Food Tracking
- > Sleep Tracking
- > Find Fair Prices
- > Brain Health and Training
- > Fertility and Pregnancy Tracking
- > Gym Membership Discounts
- > Parenting Support
- > Personalized Health Coach
- > Mental Health Wellbeing
- > Financial Coaching

### Annual Incentive Maximums

## WEALTHCARE

### Activision Blizzard 401(k) Plan

### Fidelity 529 College Savings Plan

### Financial Wellbeing

## TERM LIFE & DISABILITY INSURANCE

### Term Life Insurance

- > Company Paid
- > Supplemental

### Accident Insurance (AD&D)

- > Company Paid
- > Supplemental

### Disability Insurance

- > Core STD and LTD
- > Buy-up STD and LTD

### Supplemental Term Life & Income Protection

- > Whole Life Insurance
- > Accident Insurance
- > Critical Illness

### Employee Contributions

## ADDITIONAL BENEFITS

### Legal Services

### Identity Guard

### Auto/Home/Renters Insurance

### Pet Insurance

### Travel Assistance

### Care Providers

### 24 Hour Fitness

### Medical Benefits Abroad

### Mothers at Work

### Call of Duty Endowment

### Happiest Baby Snoo

### Other Perks

## HOW TO GET HELP

### Providers

This enrollment guide constitutes a Summary of Material Modifications (SMM) to the 2022 summary plan description (SPD). It is meant to supplement and/or replace certain information in the SPD, so retain it for future reference along with your SPD. Please share these materials with your covered family members.

This guide is intended as an overview of benefits available to regular full time employees or part time employees who are benefit eligible. Temporary employees who work more than 30 hours per week should refer to the Benefits Summary for Temporary Employees located on [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com)



# How to Enroll

## STEP 1 DISCOVER

Explore this guide and review your options with **ALEX\***, our virtual benefits counselor, who can help you pick the right benefits for your needs. You can find more information at [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com).

## STEP 2 MAP

It's important to make sure your providers are within the medical, dental and vision networks to receive lower out-of-pocket costs.

## STEP 3 BUILD

Build your benefits and enroll online through [Workday](#)

## STEP 4 REVIEW

Review your benefit selections and print your confirmation statement.

## STEP 5 PROVIDE

Provide SSN/National IDs and documentation for each eligible dependent you add to your coverage.

### Your Deadline to Enroll

- **Current Employees:** You must enroll October 27 - November 12, 2021. If you don't enroll, your current 2021 benefit elections will be carried into 2022, except for flexible spending accounts. You have to enroll in those every year.
- **New Employees:** You must enroll within **30 days** from your hire date. If you miss the deadline, you will be auto-enrolled as described on **page 5**.

**Questions?** Try [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com) first. If you still have questions, email the Benefits team at [benefits@activisionblizzard.com](mailto:benefits@activisionblizzard.com).

### Watch for ID Cards

- **Medical:** After open enrollment, you'll receive a new medical ID card from Collective Health, Centivo, or Kaiser, if you made changes to your elections. You will also have access to a new digital ID card through your medical plan that complies with the disclosure requirements of the Consolidated Appropriations Act, 2021 (H.R. 133).
- **Dental:** If you enroll in the Dental DHMO plan, you will receive a new ID card from Delta Dental with a new dentist selected for you according to your zip code. You need to see your assigned Dental provider otherwise you will be responsible for 100% of the cost. You will need to contact Delta Dental to make a change to your dentist. If you enroll in the Dental PPO plan, you will receive a new ID card from Collective Health, which will also include your vision card as well.

If you enroll outside of open enrollment, you can expect your ID cards approximately two weeks after you've made your elections.



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE & DISABILITY  
INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP



## CHOOSE CAREFULLY

### Your Choices Last for the Plan Year

The benefit elections you make start on the first of the month following your date of hire, or immediately if hired on the first of the month, and will be in effect for the rest of the plan year.

**You cannot make changes to your benefits during the year, unless:**

- You have a “qualified life event” (such as marriage, divorce, birth, death or employment status change).
- You qualify for a “special enrollment period” (such as if you waive medical, dental or vision coverage to participate in a spouse’s plan and your coverage under that plan ends).

If you are eligible to make mid-year changes, you must enroll within 30 days of the event. Otherwise, you will have to wait until the next enrollment period to make changes to your benefit elections.

For more information, please contact the Benefits Department at [benefits@activisionblizzard.com](mailto:benefits@activisionblizzard.com).

### Meet ALEX® – Your Virtual Benefits Counselor

Choosing the right medical plan to best fit your needs is an important decision. ALEX is here to help!

ALEX is an online tool that helps you select the best benefit plan for you and your family. When you connect with ALEX, you’ll be asked a few questions about your health care needs (e.g., what type of medical care you might need this year), and then ALEX will crunch some numbers, and point out what makes the most sense for you.



ALEX takes the amount each medical plan would cost you out of your paycheck (your contributions) and adds that to the amount it would cost for the services you indicate you might use during the year. ALEX then recommends the least expensive plan for your needs.

Most users spend about seven minutes with ALEX, but how much time you spend depends on how much guidance you’d like.

All information you share with ALEX is kept completely confidential.

Learn more and give ALEX a try when you visit [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com).

### NEED TO MAKE A MID-YEAR BENEFIT CHANGE?

Remember, you must enroll within 30 days of a “qualified life event,” such as marriage, divorce, birth of a child, or special enrollment period.

If you don’t enroll within 30 days, you’ll have to wait until the next open enrollment to change your benefit elections.

#### Enrollment Steps

#### Choose Carefully

#### Who Is Eligible

- > Dependent Eligibility Verification



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE & DISABILITY INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP



## Enrollment Steps

### Choose Carefully

#### Who Is Eligible

- Dependent Eligibility Verification

## WHO IS ELIGIBLE

### You're eligible for benefits if you're:

- A full-time or part-time, regular U.S. employee of Activision Blizzard, Activision Publishing, Blizzard Entertainment, or King, *and*
- Regularly scheduled to work at least 30 hours a week.

You can also cover your eligible dependents:

### Your Spouse/Domestic Partner

- Your legal spouse
- Your same-gender or opposite-gender domestic partner

### Your Children

- Children up to age 26. That means you may enroll your adult child even if they:
  - No longer live with you
  - Are not a dependent on your tax return
  - Are no longer a student
  - Are married (although, your child's spouse and children are not eligible for coverage)
- Dependent children of any age who are mentally or physically disabled

**Keep In Mind**, enrolling your domestic partner (or your domestic partner's children) for medical, dental and vision coverage could affect your taxes.

### New Hires Must Enroll Within 30 Days

You must enroll for benefits within 30 days of your hire date. Otherwise, you'll receive the following benefits (*and will not be able to make changes until the next open enrollment unless you experience a qualified life event*):

IF YOU DO NOT ELECT...	YOU WILL...
<b>Medical</b>	... be auto-enrolled in the CDHP Plan for yourself only
<b>Dental and Vision</b>	... have no dental or vision coverage
<b>Life Insurance and AD&amp;D</b>	... be enrolled for two times your annual salary
<b>Short-Term Disability</b>	... be enrolled for 60% of your weekly salary
<b>Long-Term Disability</b>	... be enrolled for 50% of your monthly salary

*Benefits start on the first of the month following your date of hire or immediately if you are hired on the first day of the month.*



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE & DISABILITY  
INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP



## Enrollment Steps

### Choose Carefully

#### Who Is Eligible

- > Dependent Eligibility Verification

## Dependent Eligibility Certification

If you're enrolling dependents for medical, dental and vision coverage during enrollment, you must add your dependents' SSN/National IDs in Workday and upload appropriate documentation within 30 days to support the enrolled dependent.

If you want your dependent to receive important benefits related emails from the company, please add their email to Workday under their dependent information. *Below is a list of acceptable documents.*

Dependent verification will also be required during the year if you make mid-year changes due to a qualified life event, such as adding a newborn baby, adopting a child, or acquiring a new dependent through marriage or by entering into a domestic partnership.

To enroll a domestic partner outside of open enrollment, you must do so within 30 days of meeting the initial 6-month minimum period of living together as defined in the Domestic Partner Affidavit form.

DEPENDENT	REQUIRED DOCUMENTATION
<b>Spouse</b>	<ul style="list-style-type: none"> <li>• Copy of marriage license/certificate</li> </ul>
<b>Domestic Partner</b>	<ul style="list-style-type: none"> <li>• A state-issued Domestic Partner Declaration, or</li> <li>• An Activision Blizzard <b><u>Affidavit of Domestic Partnership</u></b></li> </ul>
<b>Dependent Children</b>	<ul style="list-style-type: none"> <li>• Birth certificate</li> <li>• Document from hospital with name and date of birth</li> <li>• Adoption certificate/documentation</li> <li>• Proof of legal guardianship</li> <li>• Qualified medical child support order</li> </ul>


[HOW TO ENROLL](#)

[HEALTHCARE](#)

[BENEFITS@PLAY](#)

[WEALTHCARE](#)

[LIFE & DISABILITY  
INSURANCE](#)

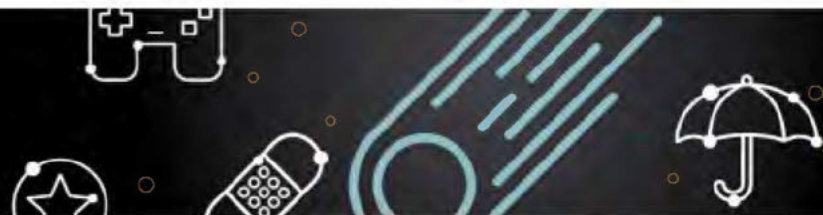
[ADDITIONAL BENEFITS](#)

[HOW TO GET HELP](#)





# Healthcare



## Medical Options

- > CDHP Plan
- > PPO 500 Plan
- > In-Network Plan
- > Kaiser HMO (CA only)
- > Centivo Coordinated Care Plan (So. CA only)
- > Waiving Medical Coverage

## Additional Care Support

- > Additional Care available to Collective Health Plans
- > Additional Care available to All Plans

## Medical Plan Comparison

### Rx

### Dental

### Vision

## Spending Accounts

- > Health Savings Account
- > Flexible Spending Accounts

## Employee Contributions

- > Medical Plan Surcharges

## BENEFITS TO HELP YOU STAY HEALTHY AND PREPARED

Your benefit options include medical, dental and vision coverage for you and your eligible family members to help you stay healthy, avoid serious conditions and deal with unexpected illness or accidents.

### Medical Options

You have a choice of medical plans so you can choose the coverage that works best for you and your family. The plan comparison charts on **pages 15-24** show you how all the plans compare and the cost saving features each offer. If you prefer, you can waive coverage. *Your options include:*

- CDHP Plan
- PPO 500 Plan
- In-Network Plan (*not open to new enrollments*)
- Kaiser HMO (CA only)
- Centivo Coordinated Care Plan (So. CA only)

Each medical plan option provides coverage for a full range of medical services, including office visits, preventive care, inpatient care, prescription drugs and mental healthcare. **Choose carefully.**

## NEED DETAILS ABOUT OUR PROVIDERS?

### Collective Health

Use the [Collective Health Open Enrollment Portal](#) to view details of Collective Health, our medical provider. You can also view dental and vision.



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE & DISABILITY INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP



### Medical Options

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### Medical Plan Comparison

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#### Dental

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### Spending Accounts

- > Health Savings Account
- > Flexible Spending Accounts

### Employee Contributions

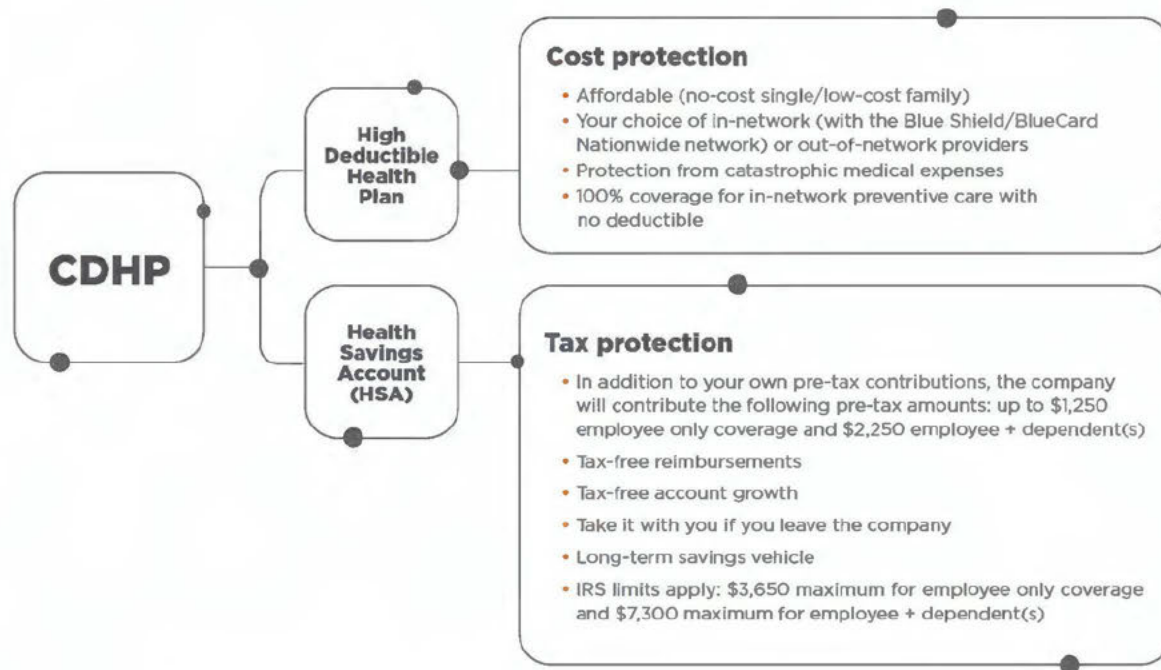
- > Medical Plan Surcharges

## Consumer Directed Health Plan (CDHP) Option

If you enroll in the CDHP Plan administered by Collective Health, you must meet key requirements to open a Health Savings Account (HSA). See [page 31](#) for more information or you can go to [www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com). The per pay period cost of this plan has not changed in over eight years and is less than the PPO 500 Plan, Kaiser HMO, Centivo Coordinated Care Plan, and In-Network Plan, but it has a higher annual deductible and it operates very differently. *The CDHP Plan offers you the ability to choose your own providers and encourages greater control over your healthcare spending, but you should only enroll in it if you understand all of its features.*

### The CDHP Plan works in two ways:

- 1. Cost protection:** Offered at no cost to you for employee-only coverage and at much lower rates for family coverage.
- 2. Tax protection:** Save and pay for current and future healthcare expenses in a tax-advantaged way with the HSA.



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE &amp; DISABILITY INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP





## Medical Options

- > CDHP Plan
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- > Health Savings Account
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## Employee Contributions

- > Medical Plan Surcharges

## Here's a brief summary of how the CDHP Plan works

### HEALTH SAVINGS ACCOUNT (HSA)

If you enroll in the CDHP Plan and meet key requirements, you can open an HSA. See [page 31](#) for more information. It's a lot like a checking account that you can use to pay for qualified medical expenses. If you don't use your entire HSA balance during the year, you can roll it over to next year, and even take your balance with you if you leave the company. Your HSA is made up of three types of contributions: automatic company contributions, earned company contributions, and your own contributions.

### ACTIVISION BLIZZARD CONTRIBUTION

The annual deductible is higher than our other plans. To help fund it, Activision Blizzard will make a \$250 contribution to each enrolled employee's HSA in January of each year.

### BENEFITS@PLAY CONTRIBUTIONS

If you are enrolled in the CDHP Plan with an HSA you can earn an additional \$1,000 for employee-only coverage and \$2,000 for employee + dependent(s) coverage by engaging in healthy activities in the Benefits@Play program (see more information on [page 36](#)).

### YOUR OWN CONTRIBUTIONS

You can also deposit your own funds, tax-free, to your HSA up to the IRS limits listed in the table on [page 31](#). Please keep in mind that employer contributions (automatic and earned) are subject to the annual IRS limits.

### COINSURANCE

Once you satisfy the annual deductible, the plan begins paying a percentage of your costs for eligible healthcare and prescription drug benefits. Keep in mind that your costs will be lower if you use in-network providers.

### PREVENTIVE CARE

Preventive care (including generic preventive prescription drugs) is covered at 100% with no deductible, as long as you use in-network providers. You can get your annual check-up, health screenings, and generic preventive prescription drugs at no cost to you. **Make sure your provider bills your preventive services as preventive or routine instead of diagnostic.**

### NON-PREVENTIVE CARE

For other types of healthcare services, including doctor visits for illness and non-preventive prescription drugs, you can go to the provider of your choice and pay for your care using your HSA. You may also choose to pay for your care out of your own pocket if you want to save your HSA funds for future use. To maximize your benefit, we encourage you to use Collective Health in-network providers. A list of Collective Health network providers can be found [here](#).

### HSA DOLLARS ROLL OVER

If you don't use all of your HSA dollars, they roll over to the next year, and if you leave the company, your HSA is yours to take with you.

### IF YOU HAVE AN HSA—NO FSA OR HRA

Because the HSA is a tax-advantaged account, the IRS will not allow you to have both an FSA or HRA and an HSA. If you are covered by any other health plan that does not have a qualifying high deductible, you are also not eligible to participate in the HSA.

## Is the CDHP Plan right for you?

Whether this plan is right for you depends on many factors, including:

- Your comfort with a high deductible and out-of-pocket limit (remember the company helps fund more than half of the deductible by contributing up to \$1,250 for employee-only coverage and \$2,250 for employee + dependent(s)).
- If you have the resources to contribute to the HSA and gain the tax advantages (consider depositing the savings in premiums you would pay for another more expensive plan).
- The amount of non-preventive services you expect to use, like ER visits, physician and hospital services you might receive if you are ill.
- Whether you plan to engage in the Benefits@Play healthy activities to earn incentive payments to help offset the deductible.

It is important to understand that all eligible non-preventive services and prescriptions you receive are applied toward your deductible until it is met and then the plan pays 80% of in-network charges. You can use your HSA account to pay for these eligible out-of-pocket medical expenses.



HOW TO ENROLL



HEALTHCARE



BENEFITS@PLAY



WEALTHCARE



LIFE &amp; DISABILITY INSURANCE



ADDITIONAL BENEFITS



HOW TO GET HELP

&lt; 9 &gt;



### Medical Options

- > CDHP Plan
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### Employee Contributions

- > Medical Plan Surcharges

## PPO 500 Plan Option

Like the CDHP Plan, the PPO 500 Plan is administered by Collective Health and offers you a choice every time you need care. You can receive care from an in-network provider or an out-of-network provider without a referral. The plan includes a national network of doctors, hospitals and other healthcare providers that provide services at contracted rates. The PPO 500 Plan also includes the Blue Shield network (Blue Card nationwide) which is a broad network of doctors and facilities.

### When you receive care from an in-network provider:

- You have a lower annual deductible
- You have a lower out-of-pocket maximum
- Your copay/coinsurance is less

## In-Network Plan Options

### Depending on your location, choose from:

- Kaiser HMO (CA only)
- In-Network Plan (not open to new enrollments)

The In-Network plan is frozen to new elections, unless you are currently enrolled in the plan. If you decide to leave that plan, you will not be eligible to re-enroll in the future. Network-only plans generally cover only those services provided by in-network providers, except for certain emergency situations. In the HMO, you choose a primary care physician (PCP) who coordinates your care and makes referrals to in-network specialists. Each family member may select a different PCP. (The In-Network Plan is administered by Collective Health and does not require coordination through a PCP.) Most services are covered in full after you pay a copay.

## Centivo Coordinated Care Plan (So. CA only)

The Centivo Coordinated Care Plan is designed to help you use the healthcare system in Southern California (UCLA Health, MemorialCare, and Scripps Health providers and facilities) more effectively and offers you affordable healthcare with no or extremely low out-of-pocket costs.

This plan is built around a partnership between you and your primary care doctor that you choose to lead your Primary Care Team. Your Team will coordinate your care and refer you to the right places to make sure you get high quality care and keep you in-network for the greatest coverage level.

When you coordinate your care and get referrals from your Team, deductibles are eliminated, and your primary care, specialist visits and procedures and surgeries are covered with no out-of-pocket costs. If you or a family member needs emergency or urgent care, you only pay a small copay.

**Please Note:** Before you get care, you'll need to activate your in-network primary care doctor in the Centivo Coordinated Care Plan member app or portal, and receive referrals for specialty care. Otherwise, your care is considered uncoordinated and you'll pay the higher out-of-network rate. Referrals are not required for OB/GYN, emergency or urgent care visits or behavioral health providers.

Centivo Coordinated Care Plan will be with you too, providing an easy-to-use member app and portal with all your plan information. If you prefer, you can talk with the Centivo Coordinated Care Plan Member Care Team at 833-666-1322 for one-on-one help.

### Is the Centivo Coordinated Care Plan right for you?

Centivo Coordinated Care Plan is a different type of health plan administrator that helps provide highquality care at lower costs to employees and their families by working directly with local healthcare providers you know and trust. With Centivo, you'll get an affordable health plan that's easy to use.

No one health plan is right for everyone. Be sure to consider the following points before deciding if this plan is right for you and your family:

- This plan has no deductible, and as long as you coordinate your care, primary care, specialist visits and covered procedures and surgeries are covered with no out-of-pocket costs. If you or a family member needs emergency or urgent care, you only pay a small copay.
- Centivo Coordinated Care Plan requires that you designate an in-network primary care doctor to lead your Primary Care Team. You coordinate your care through that Team — meaning you must receive a referral before going to a specialist— in exchange for no deductible and affordable care.
- Centivo's network is made up of UCLA Health, MemorialCare, and Scripps Health providers and facilities in Southern California.



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### Medical Options

- > CDHP Plan
- > PPO 500 Plan
- > In-Network Plan
- > Kaiser HMO (CA only)
- > Centivo Coordinated Care Plan (So. CA only)
- > Waiving Medical Coverage

### Additional Care Support

- > Additional Care available to Collective Health Plans
- > Additional Care available to All Plans

### Medical Plan Comparison

#### Rx

#### Dental

#### Vision

### Spending Accounts

- > Health Savings Account
- > Flexible Spending Accounts

### Employee Contributions

- > Medical Plan Surcharges

## Waiving Medical Coverage

You may waive medical coverage if you have healthcare coverage through another source (for example, your spouse's employer's health plan).

**Note:** If your circumstances change and you (or if applicable, your spouse and/or dependent child(ren)) are no longer enrolled in an employer-sponsored group health plan, you will not be eligible to participate in, or have access to, your HRA. Please notify [Benefits@activisionblizzard.com](mailto:Benefits@activisionblizzard.com) in the event that you, or your spouse and dependent children, are no longer enrolled in an employer-sponsored group health plan.

## WANT MORE INFORMATION?

You'll find it all at:

[www.benefitsforeveryworld.com](http://www.benefitsforeveryworld.com) or just click the direct links below:

### Collective Health website

<https://join.collectivehealth.com/activisionblizzard>

### CVS/Caremark Pharmacy website

<https://www.caremark.com/wps/portal>

### Kaiser website

<https://healthy.kaiserpermanente.org/>

### Centivo website

<https://abk.centivo.com>

### Delta Dental website

<https://www.deltadentalins.com/activisionblizzard/>

### Vision Service Provider (VSP) website

<https://www.vsp.com/>

### EAP website

<http://www.magellanascent.com>



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## ADDITIONAL CARE SUPPORT

Additional Medical Programs available on Collective Health and Centivo Coordinated Care plans

### Healthcare Cost Transparency Tool from Healthcare Bluebook

Healthcare Bluebook helps you see which providers are most cost-effective per procedure- prices for the same in-network procedure can vary by up to 500%. Healthcare Bluebook can help you easily compare prices to know if you're paying more than necessary, for free. To access the [HCBB website](#) or app login to your Benefits@Play Castlight account.

**Bonus:** you can earn points in Benefits@Play and cash rewards for using Healthcare Bluebook.

### Televideo Medicine from Doctor On Demand

Doctor On Demand allows you to see a doctor from home via live video chat- Doctor On Demand's medical doctors can diagnose, treat, and write prescriptions to your local pharmacy for most non-emergency conditions. Meet with a board-certified doctor or licensed psychologist or psychiatrist through live video with the Doctor On Demand app.

Acute telemedicine visits for PPO 500, Centivo Coordinated Care Plan and In-Network plans are \$0 copay and \$49 for users on the Collective Health CDHP if they have not met the deductible (the plan covers 80% of the cost after the deductible has been met).

Behavioral health telemedicine visits for the PPO 500 and In-Network plans are a \$20 copay, Centivo Coordinated Care Plan are a \$0 copay, and the cost varies for telemedicine visits in the CDHP plan if they have not met the deductible (the plan covers 80% of the cost after the deductible has been met).

To use the program, simply download the app and create an account with your insurance information.

### Expert Second Opinions & Personal Care Team Support

Grand Rounds gives you and your immediate or extended family members (includes spouse/DP, children, legal dependents, parents, siblings, and in-laws) fast access to a care team to answer all health questions and a second opinion from a leading expert- all at no cost. Grand Rounds allows you to connect with nationally recognized experts for a second opinion, either on the phone, over the web, or through the Grand Rounds mobile application. If you're not sure where to start with your care, Grand Rounds can help you find a high quality in-network doctor and even assist with scheduling doctor's appointments on your behalf. Get started on the right treatment path from day one so you can get better, faster.

To get started call **800-929-0926**, visit the [Grand Rounds website](#), or open the app.

**Note:** Grand Rounds services are available and covered at no cost to you, however any follow-up treatment or doctors visits may have associated costs.

### Fertility Treatment from Kindbody

Starting January 1, 2022, Activision Blizzard will be offering enhanced fertility & family building benefits through Kindbody for you and your spouse/partner.

Kindbody believes that everyone should have access to convenient, affordable fertility and family-building care. Kindbody services range from fertility treatments, including IVF and egg freezing, to gynecology, wellness, and a strong focus on inclusivity for LGBTQ+ members.

**Regular full-time employees and their spouse/partners enrolled in the Collective Health or**

### DOCTOR ON DEMAND ADVANTAGES

**Convenient.** Now get care 24/7 no matter where you are in the U.S.

**Fast.** No waiting for an appointment. Get an immediate diagnosis and, if needed, a prescription, and start treating your condition right away.

**Save money.** It's a cost-effective alternative to urgent care or the emergency room.

**Superior care.** You'll be talking face-to-face over video with a network board-certified physician who will share a report with your regular doctor.

To get started, go to [www.DoctorOnDemand.com/ab](http://www.DoctorOnDemand.com/ab) or call 800-997-6196.

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